

Annual EEO Public File Report

WOFL/WRBW/WOGX IS AN EQUAL OPPORTUNITY EMPLOYER

Coverage Period: October 1, 2016 – September 30, 2017

Section 1: Vacancy Information			
	Full-time Positions Filled by Job Title	Date of Hire	Recruitment Source of Hires
1	Anchor/Reporter	10/4/16	Agent – LornaDave Agency – J Derr
2	Executive Producer	10/17/16	Unsolicited Publication – Broadcasting & Cable
3	Associate Producer	10/31/16	www.fox35orlando.com
4	IT Support Tech	11/7/16	Unsolicited Internet Source – Indeed.com (Internet Jobs Aggregator)
5	Reporter	11/8/16	Agent – NWT Group – D Christopher
6	Producer	12/5/16	www.fox35orlando.com
7	Account Executive	12/19/16	Employee Referral
8	Facilities Coordinator	1/23/17	Intercompany transfer
9	Photographer	1/30/17	www.fox35orlando.com
10	Accountant	2/21/17	Unsolicited Internet Source - Indeed.com (Internet Jobs Aggregator)
11	Account Executive	2/14/17	Employee Referral
12	Account Executive	3/2/17	www.fox35orlando.com
13	Reporter / MMJ	3/27/17	Agent – NWT Group – N Shafron
14	Sports Reporter / MMJ	3/27/17	Agent – LornaDave Agency – J Derr
15	Broadcast/Maintenance Engineer.	4/10/17	www.tvjobs.com
16	Account Executive	4/17/17	Spots n Dots
17	Producer	4/24/17	Internal Promotion
18	VP / Engineering	4/27/17	Intercompany Transfer
19	Producer	5/1/17	www.fox35orlando.com
20	Photographer	5/8/17	Employee Referral
21	Promotion Producer	5/15/17	Word of Mouth
22	Digital Media Producer	6/5/17	Internal Promotion
23	Assignment Editor	7/3/17	Word of Mouth
24	Associate Producer	7/3/17	www.fox35orlando.com
25	Local Sales Manager	7/3/17	Word of Mouth
26	Planning Producer	7/10/17	Word of Mouth
27	Assistant News Director	7/13/17	Internal Promotion
28	Production Tech	7/10/17	Unsolicited Internet Source - Indeed.com (Internet Jobs Aggregator)
29	Local Sales Assistant	7/17/17	Unsolicited Internet Source - Indeed.com (Internet Jobs Aggregator)
30	Executive Producer	7/17/17	Word of Mouth
31	Assignment Manager	8/3/17	Internal Promotion
32	Senior Producer	8/14/17	www.fox35orlando.com
33	Senior Producer	8/21/17	Employee Referral
34	Editor/Photographer	9/5/17	Unsolicited Internet Source - Indeed.com (Internet Jobs Aggregator)
35	Director	9/18/17	Unsolicited Internet Source - Indeed.com (Internet Jobs Aggregator)
36	Executive Producer	9/18/17	www.tvjobs.com

Station's Comprising Station Employment Unit: WOFL/Fox35, WRBW/My65 – Orlando, FL & WOGX/Fox51 – Ocala/Gainesville, FL

Total Number of Persons Interviewed During Applicable Period: 293

myfoxorlando.com, my65orlando.com and wogx.com serve the community by providing Central Floridians with the latest news, weather, and traffic information including breaking news, severe weather alerts and traffic jams. Through this vital and active tool, news and information is widely disseminated. Station information available on the website includes: internship program and the employment opportunities listing. In addition, the website also has direct links to many national sites. fox35orlando.com, fox35orlando.com/my65 and wogx.com attract over 3.5 million page views and approximately 700,000 unique visitors per month.

Section 2: Recruitment Source Information		
Recruitment Source (Company, Address, Telephone #, Contact Person)	Total Number of Interviewees This Source Has Provided During this Period (If Any)	Full-time Positions For Which Source Was Utilized
Station Websites www.fox35orlando.com www.my65orlando.com www.wogx.com 35 Skyline Drive Lake Mary, FL 32746 E. Rosen (407) 942-8019	72	All positions
Fox Station Sales New York, NY D. Kasuba (212) 332-9239	1	All positions
Fox News Channel New York, NY D. Collins (212) 301-5043 www.foxnews.com		All positions
21CF Jobs 21 st Century Fox Intranet www.21cf.com	6	All positions
Minority & Women Organizations		
Central Florida Urban League G Gilzean / J Maceo 2804 Belco Drive Orlando, FL 32804 407-841-7654 x 331 ggilzean@cful.org / jmaceo@cful.org		All positions
Career Source / Employ FL www.careersourcecentralflorida.com 1209 W Airport Blvd Sanford, FL 32773 407-531-1231 Posted directly at Career Source site		All positions except 1, 5, 12, 16
Governor's Employment Alliance of Central Florida 7531 S Orange Blossom Trail Orlando, FL 32809-6901 Posting mailed		All positions
National Urban League U Higgins 3501 – 14 th Street NW Washington, DC 20005 202-265-8200		All positions

Posting faxed: 202-265-6122		
State of Florida Division of Vocational Rehab 3555 Maguire Blvd #205 Orlando, FL 32803 407-897-2725 Nancy.pritchard@vr.fldoe.org		All positions
Central Florida Employment Council P Weir 450 Seminole Blvd Casselberry, FL 32707 407-834-4223 cfec@cfec.org		All positions
Central FL Association of Black Journalists C. Glover PO Box 745 Orlando, FL 32801-0746 1-800-804-8478 Posting mailed		All positions
Goodwill Industries of Central FL* Orlando Self-Sufficiency Job Center 3911 E Colonial Drive Orlando, FL 32803 407-872-0770 Posting mailed		All positions
Goodwill Industries of Central FL Clermont Self-Sufficiency Job Center 1855 S Grand Highway Clermont, FL 34711 352-326-8919 iclas@goodwillfl.org kcarrier@goodwillfl.org lhperce@goodwillfl.org		All positions
Goodwill Industries of Central FL* Leesburg Self-Sufficiency Job Center 10601-C8 US Highway 441 Leesburg, FL 34788 407-235-1500 tgilbert@goodwill.org		All positions
Women In Film – Florida PO Box 533541 Orlando, FL 32853-3541 info@womeninfilml.org		All positions
Emma Bowen Foundation / Foundation for Minority Interests in Media – Sandra Rice 524 W 57 th Street New York, NY 10019 212-975-2597 Sandra.rice@cbs.com		All positions
Hispanic Chamber of Commerce of Cent FL 3201 E Colonial Drive #A20 Orlando, FL 32803 407-428-5870 ssanchez@hispanicchamber.net		All positions
Mexican American Opportunity Foundation		1-5, 7, 9, 11, 18

E Castaneda 972 S Goodrich Blvd Commerce, CA 90022 323-890-1555 Posting faxed: 323-278-3692		
National Hispanic Media Coalition A Nogales 55 South Grand Avenue Pasadena, CA 91105 626-792-6462 info@nhmc.org		All positions
African American Chamber of Commerce Of Central Florida PO Box 2707 Orlando, FL 32802-2707 407-428-5850		All positions At their request - Chamber picks up from our web sites
National Association of Black Journalists Tampa Bay Regional Chapter 490 – 1 st Avenue South St Petersburg, FL 33701 727-893-8521 digdog@aol.com		All positions
National Association of Black Journalists South Florida Regional Chapter One Herald Plaza Miami, FL 33132 954-764-7026 x 3596 info@suzettespeaks.com Gabriel.juand@gmail.com		All positions
Pacific Asian Consortium in Employ – PACE Human Resources 1541 Wilshire Blvd #407 Los Angeles, CA 90017 213-353-3982 x 211 esoohoo@westlake-worksource.org		All positions
US Jobs / Vet Central www.us.jobs 9002 N Purdue Road #100 Indianapolis, IN 46268 866-268-6206 Posted directly at US Jobs site		All positions except 12 and 16
<u>Industry/Trade</u>		
Academy of Radio & TV Broadcasting 16052 Beach Blvd #263 Huntington Beach, CA 92647 714-842-0100 Doreen@arbradio.com		All positions
America Sportscasters Assoc Inc* L Schwartz 225 Broadway #2030 New York, NY 10007 212-227-8080 Lschwa8918@aol.com		All positions
Collective Talent* M. Bille		All positions

1721 Richardson Place Tampa, FL 33606 813-254-9695 bille@michaelsmedia.com		
Florida Association of Broadcasters L Varn 201 S Monroe Street #201 Tallahassee, FL 32301 850-681-6444 lvarn@fab.org		All positions
LinkedIn 2029 Stierlin Court Mountain View, CA 94043 Posted at LinkedIn site Jobs-listings@linkedin.com	4	Account Executive 7 only
Medialine 1209 Wood Valley Road Augusta, GA 30909 Rich Everitt 706-364-7564 www.medialine.com Medialine@medialine.com		All positions
Gainesville Sun / Monster 133 Boston Post Road Weston, MA 02493 1-800-666-7837 Posted at Gainesville Sun site Classifieds@gvillesun.com		Account Executive 11 only Maintenance/Broadcast Engineer 15 only
TV Jobs Employment Bulletin Board M Holloway PO Box 4116 Oceanside, CA 92052 877-988-9809 www.tvjobs.com	24	All positions Postings are picked up from our web sites
Spots n Dots Job Listings 167 Oakdale Road Johnson City, NY 13790 888-884-2630 Posted at SnD site ads@spotsndots.com	4	Account Executive 16 only Local Sales Manager 16 only
Suncoast Chapter of NATAS Suncoast Emmy – Karla MacDonald PO Box 840738 Pembroke Pines, FL 33084 954-322-3171 emmysuncoast@gmail.com		All positions
<u>College/University</u>		
Alabama State University* Dept of Communications PO Box 271 Montgomery, AL 30161-0271 334-229-4493 Posting mailed		All positions
The Art Institute of Ft Lauderdale W. Wagner 1799 SE 17 th Street Ft Lauderdale, FL 33316 800-275-7601 x 2615		1-5. and 9

wwagner@aii.edu		
The Art Institute of Tampa B. McCain 4401 N Himes Avenue #150 Tampa, FL 33614 813-393-5368 bmccain@aii.edu		1-11, 13, 17-20
Bethune Cookman College Mass Communications Dept Career Placement Center 640 Mary McLeod Blvd Daytona Beach, FL 32114 386-481-2143 Posting mailed and bonnerd@cookman.edu		All positions
Boston University School of Mgmt* J Rogers / Career Center 595 Commonwealth Avenue #123 Boston, MA 02215 617-353-9491 careers@bu.edu jrogers@bu.edu		All positions
Daytona State College Career Services 1200 W International Speedway Daytona Beach, FL 32114 386-506-3000 x 3559 careerservices@daytonastate.edu		All positions
Eckerd College Career Services 4200 – 54 th Avenue South St Petersburg, FL 33711 727-867-1166 fogartkm@eckerd.edu		All positions
Everest University Career Services 2401 N Harbor City Blvd Melbourne, FL 32935 321-253-2929 x 118 Posting mailed Nicole-ostroff-bologna@zenith.org		All positions - mailed 1-13, 16-20 - email
F.I.R.S.T. Institute* A Alvarez 2309 Silver Star Road Orlando, FL 32804 407-316-8310 x 1112 Alfonso.alvarez@first.edu		All positions
Florida A&M University Ranata Hughes 510 Orr Drive, Room 438 Tallahassee, FL 32307-412-6587 Ranata.hughes@famu.edu		All positions
Florida Southern College Career Center 111 Lake Hollingsworth Drive Lakeland, FL 33801-5698 863-680-4390 Posting mailed		All positions
Florida State University		All positions

Department of Communications N Hinson-Turner / M Ealey 356 Diffenbaugh Tallahassee, FL 32306-2064 Natashia.turner@cci.fsu.edu Mary.ealey@cci.fsu.edu		
Full Sail D Severson 3300 University Blvd Winter Park, FL 32792 407-551-2037 x 5615 dseversin@fullsail.com		All positions
George Mason University* Department of Communications Beth Jannery, Robinson A, 121A 4400 University Drive, MS 3DG Fairfax, VA 22030 860-798-2847 Bjannery@gmu.edu		All positions
Keiser College L Carr 1800 Business Park Blvd Daytona Beach, FL 32114 386-274-5060 lcarr@keiseruniversity.edu		All positions
Medill/Northwestern University* Jerry Donahue, Career Services 1845 Sheridan Road Evanston, IL 60208 847-467-1598 John.donahue1@northwestern.edu		All positions
Rollins College* Career Services 1000 Holt Avenue – 2587 Winter Park, FL 32789 407-646-2195 Posting mailed		All positions
St Petersburg College Job Center / Rose Miglino PO Box 13489 St Petersburg, FL 33733 miglino.rose@spcollege.edu		1-11, 13, 17-20
Seminole State College Career Placement Center Sanford, FL 32773 careerdev@seminolestate.edu		All positions
Stetson University R Kazmarek, Director 421 N Woodland Blvd #8395 Deland, FL 32723 386-822-7315 career@stetson.edu		All positions
University of Central Florida Communications Dept Radio and Television PO Box 161344 Orlando, FL 32816-1344 407-823-2681 Posting mailed Chinyen.chuo@ucf.edu		All positions

University of Florida WUFT-TV PO Box 118405 Gainesville, FL 32611-8405 352-392-5551 news@wuft.org		All positions
University of Florida Dept of Communications/Journalism 2104 Weimer Hall Gainesville, FL 32611 352-392-0463 Posting mailed Posting faxed: 352-392-5968		All positions
University of Florida Gator Career Link www.ufl-csm.symplicity.com/employers Gainesville, FL 32611		All positions except 12
University of South Florida Mass Communications WUSF-TV 4202 E Fowler Avenue Tampa, FL 33620 813-974-2591 Posting mailed		All positions
Valencia Community College C Diaz PO Box 3028 Orlando, FL 32802-3028 407-299-5000 cdiaz@valenciacollege.edu		All positions

In addition to the above recruitment source information, employment opportunities are sent to the Human Resources contact for each owned and operated Fox Television Stations nationwide in an effort to increase the opportunity for company internal promotions and expand the recruiting area.

WNYW/WWOR 205 E. 67 th Street New York, NY 10065 R, Barranda www.myfoxny.com		All positions
KTTV/KCOP 1999 S. Bundy Drive Los Angeles, CA 90025 A, Buranasakorn www.myfoxla.com		All positions
WFLD/WPWR 205 N. Michigan Avenue Chicago, IL 60601 S.Scott-Nathan www.myfoxchicago.com		All positions
WTFX 330 Market Street Philadelphia, PA 19106 M. Young www.myfoxphilly.com		All positions
KDFW/KDFI 400 N. Griffin Street Dallas, TX 75202		All positions

N. Robles www.myfoxdfw.com		
KTVU/KICU 2 Jack London Square Oakland, CA 94607 C. Nohr www.ktvu.com		All positions
WTTG/WDCA 5151 Wisconsin Ave NW Washington, DC 20016 T. Wilson www.myfoxdc.com		All positions
WAGA 1551 Briarcliff Road, NE Atlanta, GA 30306 R. Davis www.myatlanta.com		All positions
KRIV/KTXH 4261 Southwest Freeway Houston, TX 77027 T. Rivers www.myfoxboston.com	1	All positions
WJBK 16550 W. Nine Mile Road Southfield, MI 48075 C. Smith www.myfoxdetroit.com		All positions
KSAZ/KUTP 511 W. Adams Street Phoenix, AZ 85003 D. Pike www.myfoxphoenix.com	2	All positions
WTVT 3213 W. Kennedy Boulevard Tampa, FL 33609 I. Sierra www.myfoxtampa.com	4	All positions
KMSP/WFTC 11358 Viking Drive Eden Prairie, MN 55344 K. O'Hara www.myfoxtwincities.com		All positions
WJZY/WMYT 3501 Performance Road Charlotte, NC 28214 K Bouldin www.myfoxcarolinas.com		All positions
KTBC 119 E 10th Street Austin, TX 78701 L. Cordes www.myfoxaustin.com		All positions

*Asterisk denotes recruitment sources which requested job notification announcements.

In addition, the station had 16 interviewees through employee referral, 35 interviewees through employee self-referral, 19 interviewees through agents, 14 interviewees through word of mouth, and 91 interviewees through unsolicited Internet and publication sources, TV spot.

Provide Detailed description of each Supplemental Outreach Activity

(i) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

Our Stations regularly participate in local and national career/job fairs. Job Fairs provide applicants and potential candidates with the opportunity to learn about Fox Television Stations and the job opportunities and internship/mentoring programs available within our group. A list of current job openings and station contact information is available upon request. For this reporting period, the stations participated in the following career/job fairs:

University of Central Florida – SPJ Intern Pursuit – Orlando, FL
October 24, 2016
Attended by: Kindle Robison, John Lopez

Howard University 2016 Communications Job & Internship Fair – Washington, DC
October 27, 2016
Attended by: Theresa Foster, Veronica Hutchinson

Walter Cronkite School of Journalism & Mass Communications 2017 NABEF Media Sales Institute
June 12-13, 2017
Attended by: Diana Pike, Will Curran

Emma Bowen Career Fair – New York, NY
June 29, 2017
Attended by: Roselyn Barranda, Dorian Kasuba, Liz Pritchard

Asian American Journalists Association Convention & Career Fair – Philadelphia, PA
July 26-29, 2017
Attended by: Roselyn Barranda, Dorian Kasuba, James Driscoll

National Association of Black Journalists Convention & Career Fair – New Orleans, LA
August 9-13, 2017
Attended by: Iris Sierra, Tracey Rivers, John Hoffman

Excellence in Journalism 2017 / RTDNA - SPJ - National Association of Hispanic Journalists -
Anaheim, CA
September 7-9, 2017
Attended by: Annie Buranasakorn, Tonia Carter, Denise Rosas, Kris Knutsen,
Peter Wilgoren.

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Internship Program

WOFL/FOX 35, WRBW/My65 and WOGX/FOX51 continue to offer an academic credit internship program for college/university, junior, senior and graduate students. The students work to receive college credit upon successful completion of their internship. Students are evaluated at the end of the internship and the evaluations are submitted to their respective college or university. Generally, internships are available in the following departments: News (including Weather and Web News), Creative Services (including Promotions and Community Affairs), Research/Programming, IT, Sales (including Web Sales) and Human Resources.

Program Objectives:

- Provide students majoring in journalism, communications, media and related disciplines the opportunity to receive on-site exposure to and training from experienced television broadcast professionals who are in job positions to which students aspire.
- Provide students majoring in journalism, communications, and media and related disciplines the opportunity to garner practical application experience and exposure to a work environment in their desired career.
- Identify students for the Station's job applicant pool for employment opportunities.
- The Station regularly distributes internship information to colleges, universities, and other education programs either through email or by posting directly on the websites / list services as requested by the organization.

Eligibility Requirements:

- College junior and senior, and graduate students preferred
- Receipt of academic credit

In this reporting year, we had a total of thirteen (12) academic credit only interns and one (1) Emma Bowen intern.

Fall Semester 2016	4 interns (News: 2; Promotions: 2)
Spring Semester 2017:	5 interns (News: 1; Promotions: 3; Sales: 1)
Summer Semester 2017:	4 interns (News: 2; Promotions: 2)

We accepted students from the following colleges/universities: Bethune Cookman University, University of Central Florida, Rollins College, Miami Dade College and University of Florida.

(vi) Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).

- Job Shop at www.fox35orlando.com

(vii) Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.

Emma L. Bowen Foundations for Minority Interests in Media, Inc.

Established in 1989, the Emma L. Bowen Foundation for Minority Interests in Media is a non-profit organization whose mission is to create career opportunities in the media industry for minority youth through a program that focuses on scholastic achievement, direct work experience and professional development. Students in the program work in media companies each summer and during school breaks, from high school through college. The students earn both wages and matching scholarship funds to be used for college tuition and related expenses. Over a period of up to five (5) years, the students experience numerous aspects of Company operations and develop professional and practical skills that will help prepare them for their careers, many of which begin at the companies where the students interned. Fox Television Stations have been a corporate partner in this program since its inception and two of the Company's executives are on the Foundation's Board.

Eligibility Requirements:

- Good academic standing and record
- Recommendation from principal, teachers and guidance counselors
- Interested in pursuing a career in media

WOFL/WRBW sponsored one (1) scholarship student in the Emma L. Bowen program: For the Summer Semester 2017, work study student; Jahmiah Cyrus of Bethune Cookman University, participated in this program.

(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

WOFL/WRBW/WOGX encourages employees to apply for promotions for which they are qualified. In an effort to increase internal promotions, the station offers many internal cross-training opportunities. This enables the employees to acquire the necessary skills and experience needed to be considered for advancement opportunities.

Fox Stations Sales, an in-house national sales organization, maintains a program to train new sales account executives. This program consists of both coursework and hands-on training. At the end of the program, individuals are assigned to the Company's television Stations and sales offices throughout the United States.

(ix) Establishment of a mentoring program for station personnel;

Identified and implemented 4 career ladder promotional avenues

Broadcast Tech ⇒ Director
 Associate Producer ⇒ Producer
 Senior Executive Producer ⇒ Assistant News Director
 Senior Producer ⇒ Assignment Manager

(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

Career Day/Weather Talk – Seminole County Teach In - WOFL – Fox 35 – Orlando, FL
 November 11, 2016
 Weather Anchor visited Woodland Elementary School Career Day to discuss TV weather as a career.
 Attended by: Weather Anchor, Jayme King

Career Day – Orange County Teach In – WOFL – Fox35 – Orlando, FL
 November 16, 2016
 Reporter spoke with 9th grade students about careers in television news. She spoke to the students in Spanish and English.
 Attended by: Reporter, Jackie Orozco.

UCF Nicholson School, Radio & TV Curriculum Advisory Board – WOFL – Fox35 – Orlando
 April 28, 2017
 News Operations Manager participated on a panel discussing how journalism is taught to provide students with optimum career success
 Attended by: News Operations Manager, Casey Kennedy

Broadcasting/Communications Careers & Professional Development – WOFL – Fox35 – Orlando
 August 10, 2017
 HR Director and Asst. News Director discussed with Stetson University ways to make students competitive for entering the journalism field.
 Attended by: HR Director, Jean Fromm; Asst. News Director, Melissa Medalie

Station Tours – WOFL – Fox35 – Orlando
 April 5, 2017 – St John School – Ocala, FL – Media Production students
 May 17, 2017 – Moss Park Elementary – Orlando, FL – Production students
 Discussion of careers in television and observation of newsroom, tech operations and studio.
 Attended by: News Operations Manager, Casey Kennedy

Boy Scout Troop – WOFL – Fox 35 – Orlando, FL
 July 14, 2017
 Station tour; Discussion of overall television production process.
 Scouts earn credit towards Communication badge.
 Attended by: Kindle Robison, Broadcast Operations Supervisor

Home Schooled Students – WOFL – Fox 35 – Orlando, FL
 August 4, 2017 – Middle School level Production students – Orlando, FL
 Station tour: Observation of newsroom, tech operations and studio.
 Curriculum supplement for students studying weather, communications or other related area.
 Attended by: Kindle Robison, Broadcast Operations Supervisor

(xi) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting;

Participation in the annual Teach-In
 Station Tours for school groups

(xii) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities;

All upper level positions are posted with:

African American Chamber of Commerce
 Alabama State University
 Bethune Cookman College Placement Center
 Central Florida Association of Black Journalists
 Central Florida Urban League
 Florida A&M University
 Foundation for Minority Interests in Media - Emma Bowen Foundation
 George Mason University
 Hispanic Chamber of Commerce of Central Florida
 National Association of Black Journalists – Tampa Region
 National Association of Black Journalists – Miami Region
 National Hispanic Media Coalition
 National Urban League
 Pacific Asian Consortium in Employment
 Women in Film - Florida

(xiv) Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination;

Manager's Legal Bulletin newsletter is distributed bi-weekly to all staff with supervisory responsibilities. Topics include EEO, harassment and discrimination issues.